

Message Text

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ACTION TRSE-00

INFO OCT-01 EA-06 ISO-00 AID-05 CIAE-00 COME-00 EB-07

FRB-03 INR-07 NSAE-00 USIA-06 XMB-02 OPIC-03 SP-02

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USADB

PASS TREASURY DEPARTMENT FOR ZINMAN

E.O. 11652: ADS, DECLAS 5/15/76

TAGS: EAID, EFIN

SUBJECT: PERSONNEL MANAGEMENT REVIEW - SALARY STRUCTURE FOR
PROFESSIONAL STAFF

REFS: (A) MANILA 4612; (B) MANILA 6536

SUMMARY: SUBSTANTIALLY FOLLOWING RECOMMENDATIONS
EMBODIED IN OUTSIDE CONSULTANTS REVIEW, PRESIDENT
RECOMMENDS: (A) EXPANSION OF NUMBER OF PROFESSIONAL
STAFF GRADES FROM 5 TO 7, (B) NEW SALARY RANGES
FOR EACH GRADE WITH UPPER RANGE OF TOP GRADE
THEORETICALLY REACHING \$42,500, AND (C) CONTINUING
LINKAGE OF TOP STAFF SALARY TO THAT OF BOARD OF
DIRECTORS. GUIDANCE REQUESTED.

1. ADB DOC. EX/R1-75 DATED MAY 7 ON ABOVE SUBJECT
POUCHED MAY 14. BOARD CONSIDERATION SCHEDULED
MAY 27.

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2. AS REPORTED REFTTEL (A), BOOZ ALLEN AND HILTON (BA&H) RECENTLY COMPLETED COMPREHENSIVE REVIEW OF BANK'S PERSONNEL MANAGEMENT POLICIES AND PRACTICES. INCLUDED IN SERIES OF RECOMMENDATIONS SUBMITTED TO BANK MANAGEMENT WERE SPECIFIC REMEDIES TO RATIONALIZE BANK SALARY STRUCTURE AND TO DEAL WITH SALARY COMPRESSION OR "BUNCHING" PROBLEM AT TOP OF RANGE AS WELL AS AT TWO HIGHEST GRADES OF PROFESSIONAL STAFF.

3. REGARDING GRADE AND SALARY STRUCTURE, BA&H CAME UP WITH 18-GRADE STAFF SALARY STRUCTURE WITH GRADES 12 THROUGH 18 CLASSIFIED AS PROFESSIONAL CATEGORIES, THUS IN EFFECT, EXPANDING NUMBER OF PROFESSIONAL STAFF GRADES FROM 5 TO 7. RECOMMENDATION ALSO INCLUDED SPECIFIC SALARY RANGES FOR EACH GRADE AS FOLLOWS:

PROPOSED SALARY STRUCTURE FOR PROFESSIONAL STAFF

ADB	BA#H	LEVEL OF RESPONSIBILITY	SALARY SPAN
RANGE	GRADE		
VII	18	DEPT DIRECTOR, OR EQUIP.	31,500 - 42,500
VI	17	DEPUTY DIRECTOR,	
		OR EQUIVALENT	28,000 - 38000
V	16	ASST DIRECTOR, MANAGER,	
		OR EQUIVALENT	24,500 - 33,500
IV	15	SENIOR OFFICER	21,000 - 29000
III	14	OTHER SENIOR OFFICER	18,500 - 25, 500
II	13	OTHER OFFICER	16,000 - 22,000
I	12	OTHER OFFICER	13,500 - 18,500

4. IN ORDER TO LESSEN "BUNCHING" PROBLEM WITHIN GIVEN GRADE, CONSULTANTS HAVE RECOMMENDED BANK ADOPTION OF SYSTEM WHICH DIVIDES EACH RANGE INTO QUINTILES, ACCESS TO WHICH WOULD BE RESTRICTED BASED ON PERFORMANCE AND LENGTH OF SERVICE. REGARDING COMPRESSION PROBLEM AT TWO HIGHEST PROFESSIONAL GRADES, BA&H RECOMMENDATION IS TO ABANDON LINKAGE BETWEEN HIGHEST STAFF SALARY AND THAT OF BOARD OF DIRECTORS. THUS, AS SHOWN IN PARA. LIMITED OFFICIAL USE

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3, MAXIMUM SALARY FOR GRADE 18 WOULD BE \$42,500, ALTHOUGH BOARD OF DIRECTORS SALARY IS CURRENTLY \$34,500 (PENDING DECISION ON ADB GOVERNORS VOTE ON PROPOSED DIRECTOR'S SALARY ADJUSTMENT WHICH WOULD INCREASE ANNUAL SALARY TO \$38,500).

5. BANK MANAGEMENT RECOMMENDS BOARD ADOPTION OF 7 GRADE SALARY STRUCTURE SHOWN IN PARA 3, AS WELL AS

QUINTILE SYSTEM. BOARD PAPER STATES THAT IN APPLICATION OF QUINTILE SYSTEM, LENGTH OF SERVICE WILL BE DE-EMPHASIZED AND ADMITTANCE TO HIGHER BRACKET WITHIN GRADE WILL BE LARGELY BASED ON PERFORMANCE. PRESIDENT ALSO SPECIFICALLY RECOMMENDS RETAINING SALARY CEILING AT TOP WHEREBY HIGHEST PROFESSIONAL STAFF SALARY WILL NOT EXCEED THAT OF DIRECTORS.

6. USADB NOTES THAT PRESENT PAPER DOES NOT DEAL WITH SPECIFIC SALARY INCREASES AT THIS TIME (WITH EXCEPTION OF MERIT INCREASE) ALTHOUGH NEWLY ADOPTED SALARY STRUCTURE WILL PAVE WAY FOR FUTURE INCREASE FOR STAFF MEMBERS FALLING IN GRADES 12 TO 17. REGARDING SALARY COMPRESSION PROBLEM AT TOP GRADES, AS LONG AS "CEILING" IS RETAINED, PROBLEM CANNOT BE SATISFACTORILY RESOLVED. PRESIDENT, AFTER CANVASSING DIRECTORS, ELECTED TO CONTINUE POLICY OF LINKING TOP STAFF SALARY TO DIRECTOR'S SALARY. GUIDANCE REQUESTED.
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